

THE LUX COLLECTIVE

14.03.2019

H.E António Guterres
Secretary General
United Nations
New York, NY 10017
USA

Dear Mr. Secretary General,

I am pleased to confirm that **The Lux Collective (previously LUX* Resorts & Hotels)** reiterates its support to the ten principles of the Global Compact with respect to human rights, labour, environment and anti-corruption.

With this communication, we express our intent to advance those principles within our sphere of influence. We are committed to making the Global Compact and its principles part of the strategy, culture and day-to-day operations of our company, and to engaging in collaborative projects, which advance the broader development goals of the United Nations, particularly the Sustainable Development Goals. TLC will make a clear statement of this commitment to our stakeholders and the general public.

We recognise that a key requirement for participation in the Global Compact is the annual submission of a Communication on Progress (COP) that describes our company's efforts to implement the ten principles. We support public accountability and transparency, and therefore commit to report on progress within one year of joining the Global Compact, and annually thereafter according to the Global Compact COP policy. This includes:

- A statement signed by the Chief Executive Officer and the Group Sustainability & Corporate Social Responsibility Manager expressing continued support for the Global Compact and renewing our ongoing commitment to the initiatives and its principles. This is separate from our initial letter of commitment to join the Global Compact.
- A description of practical actions (i.e., disclosure of any relevant policies, procedures, activities) that the company has taken (or plans to undertake) to rights, labour, environment, anti-corruption).
- A measurement of outcomes (i.e., the degree to which targets/performance indicators were met, or other qualitative or quantitative measurements of results).

Sincerely yours,



Mr. Paul Jones
Chief Executive Officer



Ms. Vishnee Sowamber
Group Sustainability & Corporate Social
Responsibility Manager

The Lux Collective Ltd Pierre Simonet Street, Floréal, Mauritius T +230 698 9800 F +230 697 5800 theluxcollective.com
VAT REG. No. 27132152 BRN : C11106691

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As a member of The Code of Conduct against Child Trafficking in Travel and Tourism¹¹, TLC has taken a public stance against any form of abuse, specifically against child trafficking in the sector¹².

Our environmental flagship project *Tread Lightly*¹³ is recognised internationally as an umbrella for Climate Change mitigation and adaptation initiatives. We promise our guests a 100% carbon free stays for a donation of 1 Euro per night. *Tread Lightly* has exceeded the millionth participating guest night in 2018 and reached ~97,000 TCO₂ of offset GHG¹⁴ via UNFCCC registered projects.

The sister flagship project of *Tread Lightly*, *Ray of Light* engages the local community in our projects and uplift those who require support from the many types of marginalisation.

TLC is supporting the 17 UN SDGs through stakeholder inclusiveness and key partnerships with NGOs providing quality education to children from disadvantaged households, healthcare to the needy, supporting gender equality through women and girls empowerment, advising and guiding the disabled to self-reliance through sports or IT projects. TLC Environmental partner NGOs are catering for the loss of endemic biodiversity on land and below water through scientific research, conservation work and active sensitisation. Our on-site Marine Biology Centre in the Maldives is a Top Contributor to the region's research and conservation work program for native marine wildlife.

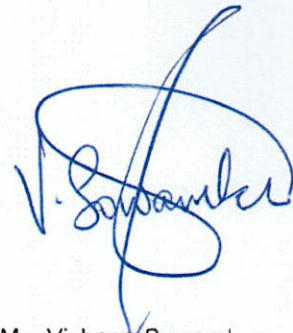
TLC will keep elevating its contribution to a circular economy¹⁵ through value creation for all stakeholders, uplifting those around us as we expand. TLC will consistently adhere to the UNGC Principles and related frameworks, continuing the integrated audit and reporting exercise every year, on concrete actions to make it happen.

Together WE Can.

Sincerely,



Mr. Paul Jones
Chief Executive Officer



Ms. Vishnee Sowamber
Group Sustainability & Corporate
Social Responsibility Manager

¹¹ The Code Membership <https://www.thecode.org/9-responsible-businesses-have-signed-the-code-during-ib-berlin-2017/>

¹² Launch of The Code in Mauritius <https://www.thecode.org/mauritius-launches-its-first-symposium-on-child-protection-against-all-forms-of-exploitation-including-commercial-and-sexual-exploitation-in-travel-and-tourism/>

¹³ Tread Lightly video <https://www.youtube.com/watch?v=50UicUDKALg>

¹⁴ Carbon Offsetting Projects <https://aera-group.fr/fiche/lux-resorts-hotels/>

¹⁵ A message from Paul Jones, CEO of TLC <https://www.youtube.com/watch?v=1XuVsQnxEw>

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United Nations Global Compact **Message from our Chief Executive Officer**

TLC, currently present in Mauritius, Reunion Island, Maldives, China and Turkey, has since its creation been an active player in sustainable tourism.¹

Our voluntary alignment with international and regional guidelines such as GRI Standards, IIRC framework, UN SDGs, the 10 principles of UN Global Compact or S.A.M.O.A Pathway enable us to go beyond commitment to all the relevant national legislations and to contribute to overall progress of humanity. TLC manages all the properties of LUX Island Resorts, listed on the Stock Exchange of Mauritius and the first Mauritian hotel group to be listed on the SEM Sustainability Index.

Our four previous Integrated Annual Reports², in collaboration with LIR aligned with the GRI G4 guidelines and the recent GRI standards. This bears testimony to our unabated dedication, passion and allegiance to absolute transparency in terms of disclosure, taking our Responsibility of Leadership at heart and establishing trust relationships with all our stakeholders through sustained accountability and value creation. TLC will continue on the GRI Standards Integrated Reporting path.

We continually invest in external assurance by accredited auditors. In line with our dedication to one of our core Values of Integrity, eight out of nine TLC managed properties in Mauritius, Reunion Island and Maldives are Green Globe certified. More destinations and properties are in the pipeline of upcoming certifications.

Responsible Management³ is core to our brand DNA and so important to us that we have made it the company Mission.

TLC has implemented specific Corporate Policies (Sustainability⁴, Corporate Social Responsibility⁵, Environmental⁶, Purchasing⁷, Equal Opportunity, Human Rights⁸, Whistleblowing, Health & Safety, Child Protection⁹) as a guiding compass for our strategy and operations, in line with our *Corporate Sustainability Management Plan: Vision 2020*¹⁰.

TLC Policies are enforced with related mechanisms, such a hotline for reporting any breach anonymously, Standard Operating Procedures ensuring any arising situation is handled under the supervision of TLC Executive Committee and Senior Management. Our long-standing Code of Ethics and Anti-Bribery policies ensure transparency and accountability in transactions at TLC and throughout the supply chain.

Trainings are regularly delivered by TLC Training Academy or expert consultants on all Policies and SOPs, including Human rights training, to ensure adherence to the policies in day-to-day practice. Our Human Rights and Equal Opportunity Policies promote awareness of the workplace rights and include celebration of diversity in our Company Mission ; TLC's regional HQ is located in the multicultural Island of Mauritius and present is several destinations across the Globe.

¹ A Message from Paul Jones, CEO of TLC <https://www.youtube.com/watch?v=1XuVsQnxjEw>

² LUX Island Resorts and its Subsidiaries IAR 17-18 <https://www.luxresorts.com/media/6146/annualreport2018.pdf>

³ TLC Sustainability & CSR webpage <https://www.theluxcollective.com/en/sustainability>

⁴ TLC Sustainability Policy <https://www.theluxcollective.com/media/1263/tlcsustainabilitypolicy03-19.pdf>

⁵ TLC CSR Policy <https://www.theluxcollective.com/media/1260/tlccsrpolicy-sop-annex03-19.pdf>

⁶ TLC Environmental Policy <https://www.theluxcollective.com/media/1261/tlceenvironmentalpolicy03-19.pdf>

⁷ TLC Purchasing Policy <https://www.theluxcollective.com/media/1262/tlcpurchasingpolicy03-19.pdf>

⁸ Human Rights Policy <https://www.luxresorts.com/en/about-us/investor-relations/corporate-governance/sustainability-csr#accordion-1>

⁹ TLC Child Protection Policy <https://www.theluxcollective.com/media/1259/tlccchildprotectionpolicy-annex1-203-19.pdf>

¹⁰ Vision 2020 <https://www.luxresorts.com/media/4903/lux-cscc-vision-2020.pdf>